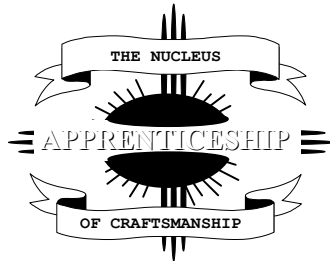




STANDARDS OF APPRENTICESHIP
adopted by

SEATTLE BOILERMAKERS APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	(sponsor)	<u>DOT</u>	<u>Term</u>
BOILERMAKER		805.381-010	6000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

DECEMBER 12, 1947

Initial Approval

By: LAFRANK NEWELL
Chairman of Council

JANURY 18, 2002

Addendum Amended

By: PATRICK WOODS
Secretary of Council

JULY 19, 2002

Committee Amended

SEATTLE BOILERMAKERS APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE GROUP JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The following Standards of apprenticeship, Seattle Boilermakers, with supplements pertaining to the necessary work experience of the trade and a progressive wage scale will, when approved by and registered with the Washington State Apprenticeship and Training Council, govern the training of apprentices in this industry. These Standards have been developed by Washington Metal Trades, Inc., and Boilermakers' Local Union 104 of Seattle, Washington.

1. **GEOGRAPHICAL AREA COVERED:**

The area covered by these Standards shall be all of King, Snohomish, Whatcom, Island, Skagit, San Juan, Pierce, Thurston, Mason, Pacific, Grays Harbor, Wahkiakam, Lewis, Cowlitz, Clallam, Jefferson, Skamania, and Clark Counties in the State of Washington, including all the jurisdiction of Boilermakers' Local Union 104, operating headquarters, Seattle, Washington.

2. **MINIMUM QUALIFICATIONS:**

Applicants shall meet the following minimum qualifications:

Age: Eighteen (18) years of age.
Education: Should be a high school graduate or equivalent and able to meet the requirements of the trade. A transcript of school records and grades are to be provided by the applicant.
Physical: Must be physically able to work at the trade.
Testing: Evidence of 70% or better passing grade on the basic shop math test.
Other: N/A

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

1. The Seattle Boilermakers Apprenticeship Committee does not serve as a referral agency and persons desiring apprenticeship training under the Seattle Boilermakers Apprenticeship Committee shall make application to the Boilermakers' Local #104 Apprenticeship and Training Trust Coordinator.
2. Applications will be taken the year round on Wednesday mornings between the hours of 9:30 a.m. and 11:00 a.m. at the local #104 Apprenticeship and Training Office at 1829 Boren Avenue, Seattle, Washington 98101.

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3. Applicants qualifying to be placed in the pool of eligibles will have up to two years of eligibility for employment as an apprentice as long as the eligibility requirements are maintained. New eligible applicants will be placed into the eligibility pool at least once a year depending on the number of applicants
4. In order for applicants to have a completed application, must provide a transcript of school records, grades, documentation, etc. prior to appearing before the Apprenticeship Committee.
5. Applicants upon completion of testing shall be scheduled as needed to appear before the Apprenticeship Committee. The applicants will be evaluated and rated by the Committee and if accepted, placed on the availability list in ranking order by score.
6. Each accepted applicant will be issued a qualification card stating that the holder of this card has passed all entry requirements of the Apprenticeship Committee and is now qualified to seek employment as a boilermaker apprentice.

Until the applicant is employed as an apprentice, his/her qualification card must be signed once per month by the Secretary or the Coordinator of the Apprenticeship Committee in order to be validated. One month of no validation and applicants will be moved to the bottom of the availability list. Three months of no validation and the applicant will be dropped from the list but will be eligible for reapplication when applications are being retaken. If the applicant locates employment or is placed as an apprentice, make an appointment with the Apprenticeship Coordinator to complete an indenture agreement card for finalization by the Apprenticeship Committee.

7. Employers may select the option to request apprentice applicants from the Coordinator as they have openings. The applicants will be referred to the employer from the availability list by ranking order for interview.
8. Those not accepted for the apprenticeship program will be notified by mail and given the reason for the rejection, the requirements for admission to the pool of eligibles, and the appeal rights available to the applicant.

B. Affirmative Action Plan:

1. Participate in any workshops conducted by employment service agencies for the purpose of familiarizing school, employment service, and other appropriate personnel with the apprenticeship system and current opportunities therein. (WAC 296-04-340(b))

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2. Granting advance standing or credit on the basis of previously acquired experience training skills or aptitude for all applicants equally.
(WAC 296-04-340(h))
3. To encourage preparatory trade training or others designed to afford related work experience or to prepare candidates for apprenticeship, a sponsor shall make appropriate provision in its affirmative action plan to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.
(WAC 296-04-340)(f)

4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall provide (a) for not less than 6000 hours of employment for such person, and (b) for participation of the apprentice in an approved schedule of work experience through employment, and (c) for at least 432 hours of supplemental instruction during the three (3) year program, at classes in subjects related to the trade.

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these standards shall be subject to a probationary period not exceeding the first 1000 hours of actual employment.

6. RATIO OF APPRENTICES:

The ratio of apprentices shall be one (1) apprentice for a shop regularly employs one or more journeymen and one (1) additional apprentice for every eight (8) journeymen employed in the trade.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270 (2)(c):

Boilermakers: (Uptown Shops and Shipyards)

1st 1,000 hours 70% of the journeyman wage rate

2nd 1,000 hours 75% of the journeyman wage rate

3rd 1,000 hours 80% of the journeyman wage rate

4th 1,000 hours 85% of the journeyman wage rate

5th 1,000 hours 90% of the journeyman wage rate

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6th 1,000 hours 95% of the journeyman wage rate

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8. **WORK PROCESSES:**

The boilermaker apprentice shall receive instruction and experience in all branches of the boilermakers' trade, including the preparation of material for installation. The apprentice shall also perform such other duties in the shop and on-the-job as are commonly related to a Boilermaker apprenticeship.

A.	<u>Boilermaker:</u> (Uptown Shops) DOT #805.381.010	<u>Hours</u>
1.	Shearing, punching, crimping, rolling and brake.....	500
2.	Drilling, reaming, chipping, caulking.....	500
3.	Fabrication (assembly-fitting and bolting up).	2240
4.	Welding, all processes	860
5.	Laying out (flat, cylindrical, conical and irregular) curved surfaces..	1800
6.	Testing	100
TOTAL HOURS:		6000

To assure adequacy of work experience throughout the entire period of apprenticeship, during the first 3000 hours the apprentice shall work with a journeyman mechanic. The next 1000 hours the apprentice will work in the proximity of a mechanic. During the remaining 2000 hours of apprenticeship, the apprentice will be given every opportunity to apply their own ability and initiative, and may have the assistance of a helper but under the supervision of a journeyman.

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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B.	<u>Boilermaker:</u> (Shipyards)	DOT #805.381.010	<u>Hours</u>
1.	Equipment Operations		300
2.	Welding		600
3.	Burning		220
4.	Rigging.....		300
5.	Lofting & ship layout, template making		1000
6.	Testing		100
7.	Fabrication (fitting).....		3240
8.	Material procurement & handling.....		240
TOTAL HOURS:			6000

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - () A combination of home study and approved correspondence courses
 - (X) Technical College
 - () Community college
 - (X) Training trust
 - () Other (specify)
- C. Hours 176
- D. Satisfactory progress must be maintained in related training classes. (See section 10, Administrative/Disciplinary Procedures).
- E. Each apprentice shall enroll in and attend classes in subjects related to this trade for not less than a minimum of six (6) ten-week courses at 60 hours each at the direction of the Apprenticeship Committee during the term of apprenticeship when such classes are made available. Such classes shall be conducted under applicable state and federal statutes. One hundred sixty (160) hours of related welding instruction shall be provided for the apprentice by the end of 6000 hours of apprenticeship, if available. The apprentice shall not be allowed to do any production welding until the welding course is completed. The fee for the welding course is paid for by the employer in advance. However, if the apprentice does not successfully complete the welding course and the apprenticeship program, the fee is paid by the apprentice.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. Failure on the part of the apprentice to show regular attendance at classes, or failing any quarter of the related training classes, will be deemed sufficient cause for the Apprenticeship Committee to drop the apprentice from the entire training program. All missed class time must be made up - excused or unexcused - before

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the end of that quarter or the next scheduled apprentice pay increase is granted. Furthermore, if more than two (2) (unexcused) school nights are missed in any quarter, the apprentice will be summarily dropped from the program and discharged. Employer and Union agree to carry out the instruction of the Apprenticeship Committee in this respect.

On any intended absence from night school classes, the apprentice must immediately notify the coordinator at school by telephone, and also notify the coordinator by mail, stating the date and reason for absence. Failure to do so will mean the absence is unexcused. Such written excuses signed by the apprentice will be examined by the Apprenticeship Committee, at their discretion, to determine if the excuse is satisfactory. Sickness will be considered an acceptable excuse when the apprentice misses time from work. Absences during vacation shall be excused if coordinator and instructor are notified at least two (2) weeks in advance. Overtime work and/or layoffs shall not be considered as an excuse for absence from night school. Unexcused absences shall be adequate reason for the apprentice to be called before the Apprenticeship Committee for disciplinary action.

- B. Credit Hours: Maximum credit hours shall be 1000 hours for previous experience and credit hours will be granted only in the first six (6) months of apprenticeship.
- C. In the interest of safety and image of our trade, apprentices must keep themselves reasonably clean, well groomed and appropriately dressed, while attending related training classes, and on the job, consistent with the requirements of the classroom situation or job. Failure to abide by the requirements of the sub-section may be deemed cause by the committee for invoking disciplinary action similar to the unexcused absence penalties outlined in sub-section A.
- D. If the apprentice fails to appear before the apprenticeship committee after due notice, disciplinary action may be invoked without his/her presence.
- E. If an apprentice fails his or her drug and alcohol screen or random drug test the first time, the employer has the right to notify the apprenticeship program of said failure and the coordinator will issue an automatic 30 day suspension from being dispatched to another employer and said individual will have to prove thru testing, which the apprentice must pay for himself, that he or she is drug free and ready for work, before they could be dispatched to another employer. Also, apprentices that fail their second drug test will be terminated from the Seattle Area Boilermakers apprenticeship program. Failure to completed a drug or alcohol test when required and failure to provide an acceptable urine sample will be treated as failing the test.
- F. The apprentice shall read the above instructions and be thoroughly familiarized with their content. The apprentice is cautioned that the penalties are automatic and failure to read the regulations will be no excuse.

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11. COMPOSITION OF COMMITTEE AND ALTERNATIVES:

The Employer Representatives Shall Be:

Donald Lindblad, Chair
Fishing Vessel Owners Ship Repair
1510 W. Thurman
Seattle, WA 98119

Ted Lyle
Morse Construction Group Inc.
5500 South First Street
Everett, WA 98203

Marty Jensen
PSF Industries
65 S Horton
Seattle, WA 98124

Ronald Sykes
Todd Pacific Ship Yard
PO Box 3806
Seattle, WA 98134

The Employee Representatives Shall Be:

Dean Calhoun, Secretary
7357 30th Avenue SW
Seattle, WA 98126

Bryon Carpenter
PSF Industries
65 S Horton
Seattle, WA 98124

Chad J. Kelly
18216-121st St. NE
Arlington, WA 98223

Guy Lafontaine
Todd Pacific Ship Yard
PO Box 3806
Seattle, WA 98134

12. SUBCOMMITTEE: (None)

13. TRAINING DIRECTOR/COORDINATOR:

Frank Gosser, Trust/JATC Coordinator
Boilermakers Training Trust
1829 Boren Avenue
Seattle, WA 98101